

Eighth U.S. Army Retention Information



Quick Reference Guide



May 2007



General Information

- ◆ Reenlistment options are designed to meet the desires of the Soldier and to fulfill the needs of the Army.
- ◆ Soldiers must meet reenlistment eligibility criteria and all specific qualifications of the option.
- ◆ Soldiers granted waivers may be reenlisted for any option or period for which they are otherwise qualified.
- ◆ Reenlistment options, other than the Regular Army Reenlistment option, are available only to Soldiers in the reenlistment eligibility window. The window opens when the Soldier is within 24-months of ETS and closes when the Soldier reaches 3-months prior to ETS. Immediate reenlistment is not authorized when Soldiers are within 3-months of ETS without prior approval from CG, HRC.
Note: Currently the 3-month window is suspended. Soldiers can reenlist within 3-months of ETS for all options.
- ◆ Soldiers with less than 10-years active federal service (AFS) will be reenlisted for 2,3,4,5, or 6 years. Soldiers in the rank of SSG or higher, who on the date of discharge, have 10 or more years of service will only be permitted to reenlist for an indefinite period.
- ◆ Reenlistment options are based on the status of a Soldier's PMOS. Regularly published MOS strength status will govern which options are offered to a Soldier at reenlistment. Soldiers in critically over strength specialties may be restricted to retraining. Soldiers in shortage specialties may also be restricted from migrating to a different specialty. Other restrictions as to trainability criteria and rank are also imposed by HQDA to effectively manage the enlisted force.
- ◆ Soldiers who have been selected for assignment, either individually or as a unit, are only eligible for the Regular Army Reenlistment Option. However, Initial Term Soldiers, and Soldiers who have 4-years or less service for pay purposes at ETS and elect not to take action to meet the minimum tour requirements, may reenlist for any option for which they are otherwise qualified.
Note: Soldiers are considered to be selected for assignment based on the date of the EDAS cycle or message that transmitted the assignment.
- ◆ Soldiers are eligible to cash in accrued leave upon reenlistment.



Reenlistment Options

- ◆ **Option E-1 (Regular Army Reenlistment Option)** - Qualified Soldiers may reenlist for 2, 3, 4, 5, or 6 years, regardless of grade or amount of service completed. Assignment to training or duty to the needs of the Army. Soldiers in the rank of SSG or higher who have 10 or more years AFS on the date of discharge will be restricted to an indefinite term of reenlistment, unless prohibited by other provisions of this regulation. This option carries no guarantee of assignment, training or stabilization.
- ◆ **Option E-2 (Current Station Stabilization Reenlistment Option)** - Available to qualified Initial Term and Mid-Career Soldiers in the rank of SSG and below. This option guarantees a period of up to 12-months stabilization. Stabilization begins on day after DEROS. Minimum reenlistment period is 3-years. As an exception, Soldiers in Korea can reenlist for 2-years for a 6-months period of stabilization. Requests for stabilization inside 6-months of DEROS or ETS must be processed as an exception to policy to HRC.
- ◆ **Option E-3 (Army Training Reenlistment Option)** - Available to qualified Soldiers, SSG and below with less than 10-years AFS on date of discharge. Term of reenlistment depends on type of training guaranteed. This option guarantees one of the following: PMOS, SQI, ASI or language training.
- ◆ **Option E-4 (Overseas Assignment Reenlistment Option)** - Available to qualified Initial Term and Mid-Career Soldiers in the rank of SSG and below with less than 10-years AFS. Guarantees assignment to one of the following locations: Korea, Pacific Area (long tour), Pacific Area (short tour), Alaska, Caribbean Area, Europe or Hawaii. Minimum term of reenlistment is 3 years; however, 4-years is the minimum for a long tour area.
- ◆ **Option E-5 (CONUS Station of Choice Reenlistment Option)** - Available to qualified Initial Term and Mid-Career Soldiers in the rank of SSG and below with less than 10-years AFS. The minimum reenlistment period is 3-years. The option guarantees assignment for at least 12-months at the CONUS location.

Note about reenlistment options: Eligibility for reenlistment options and required terms of reenlistment are defined in AR 601-280 (Army Retention Program) and periodically updated via retention policy messages not found in the regulation. See your servicing Career Counselor to determine your eligibility for a specific option and the required term of reenlistment.



Reenlistment Option Determination

Eligibility for reenlistment options are as follows:

Initial Term Soldiers:

- ◆ Serving in an over strength MOS are limited to the Regular Army Reenlistment Option (E1) or the Army Training Reenlistment Option (E3).
- ◆ Serving in a balanced or shortage MOS are eligible for all five reenlistment options (Regular Army (E1), Current Station Stabilization (E2), Army Training (E3), Overseas Assignment (E4), and CONUS Station of Choice (E5))

Mid-Career Soldiers:

- ◆ Serving in an over strength MOS are limited to the Regular Army Reenlistment Option of the Army Training Reenlistment Option.
- ◆ Serving in a balanced or shortage MOS are eligible for all reenlistment options except for the Army Training reenlistment option.
- ◆ As an exception, Soldiers in a balanced MOS may request the Army Training Reenlistment Option.

Career Soldiers:

- ◆ Are eligible for the Regular Army Reenlistment Option only. SSG and above with 10 or more years of active federal service on date of discharge must reenlist under the Indefinite Reenlistment Program.
- ◆ Soldiers with less than 10-years of active federal service on date of discharge may receive Mid-Career options; however, they must reenlist for the prescribed minimum reenlistment period for a careerist as listed in the reenlistment options table.



Retention Control Points

- ◆ PVT-PFC: 8-years AFS
- ◆ CPL/SPC: 10-years AFS
- ◆ CPL(P)/SPC(P)/SGT: 15-years AFS
- ◆ SGT(P): 20-years AFS
- ◆ SSG: 22-years AFS
- ◆ SSG(P)/SFC: 24-years AFS
- ◆ SFC(P)/1SG/MSG: 26-years AFS
- ◆ 1SG(P)/MSG(P): 30-years AFS
- ◆ CSM/SGM: 30-years AFS



Bonuses

The Selective Reenlistment Bonus (SRB) Program is a retention incentive paid to soldiers in certain selected MOS's who reenlist for a minimum of 3-years.

The objective of the SRB program is to increase the number of reenlistments in critical MOS's that do not have adequate retention levels to man the career force.

Soldiers may be paid bonuses as high as \$40,000. The applicable bonus message will announce the SRB amount authorized.

Note: Current policy messages may authorize an increased SRB payment.

A qualified Soldier may be paid an SRB only once within each zone of eligibility. The bonus will be paid in addition to any other pay and allowances to which the Soldier is entitled.

Three zones of eligibility have been established under the SRB program. They are as follows:

- ◆ Zone A = reenlistments between 17 months active federal service and 6 years of active service.
- ◆ Zone B = reenlistments between 6 and 10 years of active service.
- ◆ Zone C = reenlistments between 10 and 14 years of active service.

SRB payments are paid to the Soldier in a lump sum payment.

The SRB program is divided into the following categories: SRB-Inventory; SRB-Location, and SRB-Deployed.

Contact your Career Counselor to see if your MOS is on one of the bonus lists and to determine your individual qualifications to receive a reenlistment bonus. The bonus messages are updated regularly by HQDA so check back periodically with your Career Counselor.



BEAR Program

The Bonus Extension and Retraining (BEAR) Program is designed to assist in force alignment. It allows eligible soldiers an opportunity to extend their enlistment for formal retraining into a shortage MOS that is presently in the SRB Program and, upon completion of retraining, to be awarded the new PMOS, reenlist, and receive an SRB in the newly awarded PMOS.

The objectives of the BEAR Program are to attract highly qualified soldiers in the rank of SSG and below who are currently serving in an overstrength/balanced MOS to migrate into a critically short SRB MOS.

MOS in the BEAR Program are periodically changed and announced by HQDA via RETAIN and/or MILPER messages.

Soldiers are authorized to submit BEAR applications 24-months prior to ETS.

Other eligibility criteria exist for the BEAR Program. Contact your servicing Career Counselor for more information about this program.



AIP

The Assignment Incentive Pay (AIP) program in Korea is not a reenlistment option or incentive. However, in many cases Soldiers will have to reenlist to meet the SRR for their approved AIP DEROS.

If your AIP is approved and your new DEROS exceeds your current ETS you will have to reenlist or extend (if eligible) to meet the SRR within 30-days of AIP approval.

As soon as you are notified of your AIP approval, please contact your servicing Career Counselor to satisfy the SRR, if necessary. **Your AIP payment will be either \$300 or \$400 monthly.**



Overseas Tour Extension Incentive Program

The Overseas Tour Extension Incentive Program (OTEIP) is a monthly incentive offered to enlisted soldiers in specific military occupational specialties (MOS) who extend their current tour for at least one year.

Eligibility for OTEIP Entitlement:

- ◆ Enlisted and entitled to basic pay.
- ◆ Possess a specialty and skill that is on the current OTEIP MOS list.
Note: Currently all MOS in Korea are on the OTEIP list.
- ◆ Assigned and utilized in an MTOE/TDA position for that specialty identified on the OTEIP MOS list. Complete current prescribed tour. Execute an agreement to extend the foreign service tour for at least one year.
- ◆ Request OTEIP with the FSTE at least 12 months prior to DEROS in a long-tour area, or eight months in a short-tour area (IAW Table 6-2, AR 614-30) and select one of the four authorized incentive options:

Option 1: Special pay (\$80 per month) for the length of the extension.

Option 2: Thirty days non-chargeable leave.

Option 3: Fifteen days non-chargeable leave and round-trip to and from CONUS for only the soldier.

Option 4: \$2,000 lump sum bonus (per 12-month extension, not to exceed \$2,000 per year).

Soldiers must apply for OTEIP at the time of their FSTE, and within the time limitation for voluntary FSTE.

Soldiers must identify the incentive option at the time the extension is requested.

Please note that a Soldier is not eligible to receive AIP payment concurrently with OTEIP entitlement. If the Soldier qualifies for both programs, they must select one. Likewise, if a Soldier does not qualify for one program they may qualify for the other. Both programs will extend a Soldiers tour in Korea for a minimum of 12-months.



Service Remaining Requirements

A service remaining requirement (SRR) is a HQDA prerequisite for a soldier to have a specified amount of remaining contractual service in order for an authorized action to be taken. Examples include CONUS/OCONUS deployment, service school/course attendance, and selection for special duty assignment or promotion.

For Soldiers in Korea, common SRR's that occur are:

- ◆ SRR to PCS back to CONUS
- ◆ SRR for life-cycle units
- ◆ SRR for overseas assignments
- ◆ SRR for promotions
- ◆ SRR for specific schooling or training

Soldiers must take action to satisfy an SRR within 30-days of notification, but no later than 45-days of the EDAS cycle date.

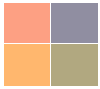


DCSS

Soldiers, other than those in their initial term, having four or more year's service for pay purposes at ETS, must take action to meet a service remaining requirement (SRR).

This action is required regardless of the SRR start or report date, to include those after the Soldier's current ETS. Soldiers eligible, but refusing to take action to satisfy military SRR's will be denied further service through the use of a Declination of Continued Service Statement (DCSS) (DA Form 4991-R).

Specifically, soldiers with a DCSS are: Placed in a nonpromotable status; prohibited from reenlistment or extension of enlistment; prohibited from applying for reentry into the Regular Army for a period of at least 93 days if separated at normal ETS, and at least 2 years if voluntarily separated before ETS under applicable provisions of AR 635-200; required to receive a rank determination from HQDA, if approved for reentry into the Regular Army; prohibited from application, selection, or attendance for commissioning or warrant officer appointment programs while on the current period of active duty; precluded from consideration by HQDA for centralized selection for promotion and/or advanced schooling; eligible to request voluntary separation under the provisions of paragraph 16-5, AR 635-200; eligible for other assignments (CONUS and OCONUS) provided you have sufficient service remaining to meet the requirements of the new assignment; not eligible for separation pay.



Branch Enlisted Newsletters

The enlisted personnel management directorate (EPMD) of HRC provides Soldiers with valuable useful information on various subjects related to their specific MOS and other Army happenings. Please view your particular branch newsletter for the latest and greatest.

◆ EPMD Newsletters

(<https://www.hrc.army.mil/site/protect/active/enlist/cb-let.htm>)

After loading the above page, simply click on your branch to view the latest newsletter.



eArmyU

Do not forget about furthering your education. Whether you stay in the Army for just a few years or make it a career, expanding your civilian education is a good idea.

The eArmyU program offers many benefits to Soldiers, to include anytime, anywhere learning.

Certain eligibility criteria and restrictions apply. Visit your education office to learn more about eArmyU and the technology package.

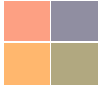
eArmyU / GoArmyEd Website: <https://www.earmyu.com/Login.aspx>



Thrift Savings Plan (TSP)

The Thrift Savings Plan (TSP) is a Federal Government-sponsored retirement savings and investment plan. The purpose of the TSP is to provide retirement income. The TSP can provide you with a supplemental source of retirement income in addition to your uniformed services retired pay. Your contributions and earnings are yours to keep, even if you separate from the uniformed services before retirement. (Note: If you leave the uniformed services and enter the Federal civilian service, you will be able to continue contributing to the TSP; you can also combine your uniformed services account with your civilian account.)

TSP Website: <http://www.tsp.gov/>



MGIB Transferability of Benefits

Do you have the MGIB and don't figure to use it? You may be eligible to transfer some of those benefits to your spouse.

Regular Army Soldiers with six or more years of active federal service serving in an MOS designated as critical have the option to transfer 18-months of MGIB benefits (over \$18,000) to their spouse in conjunction with their reenlistment.

The following eligibility criteria must be met:

- ◆ Must be enrolled in the MGIB upon entry to active duty.
- ◆ Possess an MOS designated as critical, which is defined as a Soldier who qualifies for a "MOS specific" SRB incentive and is in Zone B or C at the time of reenlistment.
- ◆ Must have completed six years total active federal service at the time of reenlistment and reenlist for a minimum of four years.
- ◆ Complete the MGIB Transferability of Benefits form.

Eligible Soldiers who elect transfer of their MGIB benefits will have their SRB multiplier reduced by 0.5.

Eligible Soldiers, who do not elect to transfer their MGIB benefits during the current reenlistment, must wait until their next reenlistment to do so.

If you meet the eligibility criteria above, please see your Career Counselor for more information on the MGIB Transferability of Benefits Program.



Reserve Components

As much as we would like you to stay active duty, we understand an Army career is not for everyone. Should you decide to leave active duty, please consider joining a drilling unit of the U.S. Army Reserve or The Army National Guard of the United States.

Both reserve component elements offer outstanding benefits to separating Soldiers and allows an individual to continue serving their country.

Prior to being released from active duty all Soldiers are required to attend a pre-separation service program briefing. This briefing is held for Soldiers who are within 90-180 days of their ETS.

There are several programs and incentives available by joining the reserve components. Reserve component members enjoy many of the benefits active duty members enjoy, such as:

- ◆ Pay
- ◆ Post exchange privileges
- ◆ Commissary privileges
- ◆ Life insurance
- ◆ Skill development
- ◆ Medical care
- ◆ Dental care
- ◆ Civilian education
- ◆ Retirement
- ◆ Time commitment
- ◆ Associations and friendships
- ◆ Service to country and community

If you are leaving active duty, I urge you to contact your servicing Reserve Component Career Counselor to inquire about Reserve Component membership.



Links of Interest

- ◆ Eighth Army Retention Website
(<http://8tharmy.korea.army.mil/retention/index.html>)
- ◆ U.S. Army Homepage:
(<http://www.army.mil>)
- ◆ AKO Website:
(<http://www.us.army.mil>)
- ◆ HRC Website:
(<https://www.hrc.army.mil>)
- ◆ U.S. Army Education Website:
(<http://www.armyeducation.army.mil>)
- ◆ Green-to-Gold Website:
(http://www.rotc.usaac.army.mil/scholarship_HPD2/green/index.asp)
- ◆ Warrant Officer Recruiting Website:
(<http://www.usarec.army.mil/hq/warrant>)
- ◆ DFAS:
(<http://www.dod.mil/dfas>)
- ◆ TSP
(<http://www.tsp.gov>)
- ◆ The Reenlistment Station (personal website; unofficial)
(<http://thereupman.tripod.com>)





Active Component MSC Career Counselors

- ◆ Eighth Army Retention: 724-3724 / 8903
- ◆ 2d Infantry Division: 730-3132 / 3139
- ◆ 19th Sustainment Command (Expeditionary): 768-6989
- ◆ 18th Medical Command: 737- 5111 / 8331
- ◆ 35th Air Defense Artillery Brigade: 784-7877
- ◆ U.S. Army Troop Command-Korea: 723-7245 / 7197
- ◆ All other MSC's: 724-8480



Reserve Component Career Counselors

- ◆ Area I: 730-4134 / 3138
- ◆ Area II: 723-6833
- ◆ Area III: 753-6528
- ◆ Area IV: 764-5332

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